



## COUNTY OF GLENN PERSONNEL DEPARTMENT

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### GLENN COUNTY GENERAL UNIT EMPLOYEE SUMMARY OF BENEFITS\*

<b>HOLIDAYS:</b>	<i>12 paid holidays per year.</i> An employee must be employed the last working day before and the first working day after the holiday in order to receive holiday compensation. Employees on leave without pay shall not accrue holiday benefits.
<b>VACATION:</b>	<i>88 hours</i> (approximately 11 working days) per year during the first 2 years of service; <i>128 hours</i> (approximately 16 working days) per year during years 3 through 12; <i>168 hours</i> (approximately 21 working days) per year during years 13 through 19; <i>208 hours</i> (approximately 26 working days) per year after 20 full years of service.
<b>SICK LEAVE:</b>	<i>96 hours</i> (approximately twelve working days) per year of paid sick leave.
<b>BEREAVEMENT LEAVE:</b>	40 hours with pay for each instance for immediate family members. Immediate family includes spouse, child, stepchild, grandchild, stepparent, parent, grandparent, parent-in-law, grandparent-in-law, brother-in-law, sister-in-law, brother or sister.
<b>LONGEVITY:</b>	Regular full-time allocated position shall receive an increase of 3% above their current salary upon completion of 12 full consecutive years of County employment and 6% above their current salary rate upon completion of 20 full consecutive years of County employment.
<b>HEALTH PLAN:</b>	Glenn County contracts with <i>PERS</i> for medical insurance. The employee has a choice of three <i>PERS</i> medical insurance plans; 1 HMO and 2 PPOs. The County pays a portion of the medical insurance premium based on the carrier and amount of the total premium. General Unit employees hired after 1/1/06 who choose to opt out of health insurance coverage are eligible to receive a net monthly payment equivalent to the employee only amount contributed by the County less any payroll taxes and other deductions tied to this compensation.
<b>VISION PLAN:</b>	The County pays the employee premium for a vision plan with <i>VSP (Vision Service Plan)</i> . The employee may enroll dependents at the employee's expense.
<b>DENTAL PLAN:</b>	GCGU employees are offered a choice of two voluntary dental insurance plans; <i>Healthdent 315</i> and <i>MetLife Dental</i> . The employee pays the premiums through payroll deduction.
<b>DEFERRED COMPENSATION:</b>	The County offers three IRC § 457 voluntary Deferred Compensation Plans (tax deferred long-term savings plans): <i>Hartford, INC, and Nationwide</i> .
<b>SHORT TERM DISABILITY:</b>	The County provides Short Term Disability Insurance for regular employees. This program is underwritten by MetLife Insurance Company.
<b>LIFE INSURANCE:</b>	The County pays the premium on a <i>\$10,000 Term Life</i> Insurance policy for regular County employees. The employee pays the premium for supplemental life insurance.
<b>RETIREMENT:</b>	The County is in the <i>Public Employees' Retirement System (PERS)</i> which is coordinated with Social Security. The County pays the employer and the employee's contribution to <i>PERS</i> . Unused accrued sick leave can be converted to service credit at retirement.
<b>SUPPLEMENTAL RETIREMENT</b>	GCGU employees participate in the Laborers' International of North America (Industrial) Pension Fund. The County pays the contributions for this benefit.
<b>PREMIUM PAY:</b>	Premium pay such as shift differential, bilingual, and working-out-of-class pay may be paid depending upon the employee's work assignment and class.
<b>CREDIT UNION:</b>	<i>Sierra Central Credit Union</i> offers checking with no service charge to County employees. Other benefits of credit union membership are low interest loans and systematic savings through payroll deductions.

\* Benefits are listed for full-time employees; certain benefits are pro-rated for part-time employees.